

For Immediate Release

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San José Minimum Wage information and bulletins now available online
New \$10 minimum wage in San José takes effect March 11

SAN JOSE, Calif. – Detailed information for employers and employees about the new minimum wage in San José is now readily available on the City of San José website. This includes the official “Wage Bulletin”, employer responsibilities, employee rights and frequently asked questions about the new requirements.

The website is: <http://www.sanjoseca.gov/minimumwage>.

“This is a significant change both for employers and employees in San José, and we’re making sure that everyone has easy access to as much information as we can provide before the new law goes into effect,” said Nina Grayson, Director of the San José Office of Equality Assurance.

The San José Minimum Wage Initiative was approved by San José voters last November and will take effect on March 11, 2013. The new law requires employers operating within the city limits of San José to pay their employees a minimum of \$10.00 per hour.

The new law applies to most San José employers and to some outside the city limits as well. Employers that maintain a facility in San José or are subject to the San José Business Tax are required to comply with the ordinance.

Employees who perform at least two hours or more of work per week in San José, even if their employers are based outside the city limits, also are covered by the Minimum Wage Ordinance.

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In addition to the payment of the San José minimum wage, covered employers are required to:

- Post a notice at the workplace of the current and prospective minimum wage rates and the employees' rights under the local law;
- Maintain payroll records for a period of four years; and
- Provide the employer's name, address and telephone number, in writing, to each employee at time of hire.

The law also prohibits retaliation or discrimination against any person seeking to enforce the rights provided by the law.

The San José Office of Equality Assurance can be reached at (408) 535-8430 or email OEA at SJMWO@sanjoseca.gov.

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